



**INTEGRATED MANAGEMENT SYSTEM  
POLICY  
OF SIBUR, LLC AND ENTERPRISES OF SIBUR HOLDING PJSC  
in the field of labor and environmental protection, industrial safety and quality**

**(Revision No. 3)**

SIBUR Holding PJSC is a petrochemical company whose business model is focused on the integrated operation of two main segments – fuel and raw materials and petrochemical.

We are doing our best to change ourselves and change the world around us for the better.

By processing associated petroleum gas and other byproducts of hydrocarbon production into materials useful for society, we make a significant contribution to the preservation of natural resources by increasing the efficiency of their use, reducing the ecological impact on the environment and contributing to maintaining ecological balance. Our investments contribute to the transition of the Russian economy from a raw material model to a processing one, increasing the country's overall stability and competitive advantage in the world market. We encourage the development of scientific and educational potential by using modern technologies. Taking the challenges of the rapidly changing world as a driving force and using the opportunities and potential of petrochemicals, we are changing the world of things and strive to make people's lives better. Goods manufactured from our products create a new quality of life available to everyone.

SIBUR Holding PJSC includes enterprises located in different regions of Russia; their activities relate to the operation of energy-intensive and high-tech industries, availability of diverse production factors.

We consider ensuring the employees' health and operations safety, the environmental protection, and the quality of products to be the Company's strategic priorities. The process approach and risk-based thinking enable us not only to use existing resources efficiently and forecast system constraints, but also to reduce the risks of accidents, and find new opportunities that contribute to the sustainable and high-quality development of the Company. For this purpose, we maintain and develop an integrated management system (IMS) that meets the requirements of the following international standards: ISO 9001, ISO 45001, ISO 14001.

***The management of SIBUR, LLC and the enterprises of SIBUR Holding PJSC sets the following IMS strategic goals in the field of labor and environmental protection, industrial safety and quality:***

- to create the managed "0" culture by stimulating responsible behavior of employees at all levels, to ensure safe working conditions for all Company's employees and contractors;
- to improve the management system by introducing digital tools aimed at increasing safety and efficiency of processes when performing technological operations;
- to reduce the adverse impact on the environment, rationally use water resources, introduce the best available environmental technologies;
- to adhere to international requirements and technical regulations in the field of chemical safety, minimize the use of hazardous and highly hazardous chemicals in the production process;
- to promote environmental education and maintain stakeholders engagement in environmental issues;
- to adhere to the principles of the Operation Clean Sweep initiative aimed at preventing the release of polymer particles into the environment by production;
- to develop R&D projects aimed at processing polymer waste and involving renewable sources of raw materials;
- to ensure that current and new products meet customer safety and environmental requirements, improve customer engagement in sustainability issues to share best practices and enhance the environmental benefits of finished products;
- to promote reusability and recyclability of finished goods produced from SIBUR products, and implement joint projects aimed at introducing the circular economy principles;

***To achieve these IMS goals, the management of SIBUR, LLC and enterprises of SIBUR Holding PJSC undertakes:***

- to comply with applicable legal requirements and constructive obligations;
- to prevent injuries and health deterioration of employees (including contractors and visitors);
- to ensure the stable production of competitive-quality products that meet applicable legal, regulatory and customer requirements;
- to prevent environmental pollution, monitor environmental indices and provide all stakeholders with the company's sustainability reports including regular information on the outcomes of environmental protection activities;
- to monitor international requirements and best practices related to the product portfolio assessment according to the environmental friendliness criteria, quality and safety, taking into account the product life cycle;
- to introduce and develop a risk management system in the field of health protection, labor and industrial safety, and environmental protection;
- to implement measures to reduce the adverse impact on the environment;
- to take measures to reduce accidents;
- to hold consultations and ensure the participation of employees and, where available, their representatives in health and safety activities for hazardous production facilities on industrial safety issues;
- to ensure the IMS compliance with the applicable requirements;
- to increase the IMS efficiency and continuously improve it;
- to ensure the availability of the resources needed to achieve the goals, including information;

This Policy serves as the basis for setting and analyzing specific goals, objectives and programs for environmental protection, labor and industrial safety and quality at all management levels.

SIBUR Holding PJSC manages the risks associated with the impact on personnel (including contractors), equipment and the environment. When planning its activities, the company puts a priority on the need to ensure the safety of employees and the population living in the areas where enterprises operate to prevent emergencies, accidents, occupational diseases, pollution and reduce the impact on the environment.

**The employees of SIBUR, LLC, and the enterprises of SIBUR Holding PJSC take an active part in fulfilling these obligations to achieve the IMS goals outlined in the Policy.**

Approved by the decision of the Board of Directors of SIBUR Holding PJSC dated 30.07.2020 (Minutes No. 228)